

**Introduction to the RCWT Crosswalk of Initiatives:  
What POMs, Comps, Ethics, HCBS, and PCP have in Common**

(Revised January 12, 2016)

As OPWDD's transformation agenda unfolds, providers of service have received information piecemeal and understandably interpret the pieces as urgent, disconnected and overwhelming instead of as important, connected and reasonable.

The crosswalk between and among POMs, Core Competencies, Code of Ethics, HCBS Rule, and Person-Centered Planning was developed by the Regional Centers for Workforce Transformation (RCWT) to demonstrate an inter-relationship of purpose and practical expectations occurring in service transformation in NY and across the United States. In many ways, the expectations are very similar even though each has a unique application. Examining the crosswalk, one could say: "They all have the same essential elements in common": each is highly person-centered; each places high value on the principles of respect and self-determination; each shifts the locus of control from the professional provider to the individual person; each demands a re-evaluation and enhancement of organizational culture; each requires the workforce to be knowledgeable, skilled and ethical.

We are moving into a new, more outcomes-defined paradigm of service and supports for individuals. Quality services and supports require quality support professionals which ultimately translate into a more fulfilling life for individuals. There is a commonality inherent in these five initiatives where one logically leads to another. Outcomes-based service transformation clearly requires workforce transformation.

**POMs**

Personal Outcome Measures (POMs) are international habilitative measures designed by the Council on Quality and Leadership (CQL) and are often associated with a copyrighted technology applied to formal organizational accreditation. These twenty-one POMs are also referred to as general validated measures for providing successful habilitation services for persons with IDD: <http://www.opwdd.ny.gov/node/4867> .

**The NADSP Code of Ethics and the NYS DSP Core Competencies**

New York's DSPs now have a professional code to guide and maintain high standards for the life-changing work they do each day. The Code of Ethics goes beyond personal values and outlines the standards of conduct and professionalism in nine important areas.

The NYS DSP Core Competencies were created from nationally validated community support skill standards. As detailed in an Administrative Memorandum (ADM) to the field on July 1 2014, they apply to all direct service personnel in state-operated and voluntary service: <http://www.opwdd.ny.gov/node/5483>

**Federal HCBS (Home & Community Based Services) Regulations to be promulgated in NY**

OPWDD will begin implementing a HCBS assessment that will eventually lead to full compliance in March 2019 required by Federal oversight. A transition plan in NY has begun with an assessment of certified residential settings which include Individualized Residential Alternatives IRAs), Community Residences (CRs) and Family Care Homes, compiling baseline data and identifying system challenges and timelines. Quality standards assessed will include: person-centered planning as a means to outcomes enjoyed by the individual supported, self-directed activities, participation levels in communities, health, safety, rights and well-being. The new Federal HCBS waiver regulations will require a very deliberate concerted effort in New York to attain compliance. Refer to: <http://www.opwdd.ny.gov/node/5760> .

**Person-Centered Planning (PCP)**

PCP is a process in which, to the maximum extent possible, a person directs the planning for services, making informed choices about individualized supports. It involves parties chosen by the person to assist in the process. PCP includes NYCRR Part 636 and amendments to Parts 633, 635, 671, and 686—all of which support a human process of continuous learning to ask, listen, discover and honor the uniqueness and self-determination of the people whom we serve:

[http://www.opwdd.ny.gov/regulations\\_guidance/opwdd\\_regulations/person-centered-planning/person-centered-planning-text](http://www.opwdd.ny.gov/regulations_guidance/opwdd_regulations/person-centered-planning/person-centered-planning-text)